



TORQ Analysis of Compensation, Benefits, and Job Analysis Specialists to Insurance Underwriters

INPUT SECTION:

Transfer	Title	O*NET	Filters		
From Title:	Compensation, Benefits, and Job Analysis Specialists	13-1072.00	Abilities:	Importance Level: 50	Weight: 1
To Title:	Insurance Underwriters	13-2053.00	Skills:	Importance Level: 69	Weight: 1
Labor Market Area:	Maine Statewide		Knowledge:	Importance Level: 69	Weight: 1

OUTPUT SECTION:

Grand TORQ:

91

Ability TORQ		Skills TORQ		Knowledge TORQ	
Level	95	Level	97	Level	80

Gaps To Narrow if Possible				Upgrade These Skills				Knowledge to Add			
Ability	Level	Gap	Impt	Skill	Level	Gap	Impt	Knowledge	Level	Gap	Impt
Flexibility of Closure	57	22	65	Writing	70	7	74	Customer and Personal Service	74	8	71
Near Vision	67	5	75	Speaking	66	3	69				
Deductive Reasoning	64	2	78								
Inductive Reasoning	59	2	78								
Mathematical Reasoning	50	2	53								
Speed of Closure	44	2	50								

LEVEL and IMPT (IMPORTANCE) refer to the Target Insurance Underwriters. GAP refers to level difference between Compensation, Benefits, and Job Analysis Specialists and Insurance Underwriters.

ASK ANALYSIS

Ability Level Comparison - Abilities with importance scores over 50

Description	Compensation, Benefits, and Job Analysis Specialists	Insurance Underwriters	Importance
Written Comprehension	62	62	81
Deductive Reasoning	62	64	78
Inductive Reasoning	57	59	78



Near Vision	62		67		75
Problem Sensitivity	55		53		72
Speech Recognition	55		55		72
Oral Comprehension	60		60		68
Oral Expression	60		57		68
Information Ordering	55		48		65
Flexibility of Closure	35		57		65
Speech Clarity	59		39		65
Written Expression	60		51		62
Category Flexibility	55		55		62
Number Facility	55		50		56
Mathematical Reasoning	48		50		53
Selective Attention	39		37		53
Speed of Closure	42		44		50

Skill Level Comparison - Abilities with importance scores over 69

Description	Compensation, Benefits, and Job Analysis Specialists	Insurance Underwriters	Importance
Active Listening	70	70	83
Critical Thinking	67	65	78
Reading Comprehension	66	65	77
Writing	63	70	74
Speaking	63	66	69

Knowledge Level Comparison - Knowledge with importance scores over 69

Description	Compensation, Benefits, and Job Analysis Specialists	Insurance Underwriters	Importance
Customer and Personal Service	66	74	71

Experience & Education Comparison

Related Work Experience Comparison			Required Education Level Comparison		
Description	Compensation, Benefits, and Job Analysis Specialists	Insurance Underwriters	Description	Compensation, Benefits, and Job Analysis Specialists	Insurance Underwriters
10+ years	0%	0%	Doctoral	0%	0%
8-10 years	0%	0%	Professional Degree	0%	4%
6-8 years	0%	1%	Post-Masters Cert	0%	0%
4-6 years	13%	18%	Master's Degree	2%	0%
2-4 years	28%	27%	Post-Bachelor Cert	0%	0%
1-2 years	52%	30%	Bachelors	59%	12%
6-12	0%	70%			



months	0%	1%	AA or Equiv	24%	2%
3-6 months	0%	12%	Some College	13%	19%
1-3 months	0%	0%	Post-Secondary Certificate	0%	27%
0-1 month	0%	0%	High School Diploma or GED	0%	33%
None	3%	3%	No HSD or GED	0%	0%

Compensation, Benefits, and Job Analysis Specialists

Insurance Underwriters

Most Common Educational/Training Requirement:

Bachelor's degree

Bachelor's degree

Job Zone Comparison

4 - Job Zone Four: Considerable Preparation Needed

A minimum of two to four years of work-related skill, knowledge, or experience is needed for these occupations. For example, an accountant must complete four years of college and work for several years in accounting to be considered qualified.

Most of these occupations require a four - year bachelor's degree, but some do not.

Employees in these occupations usually need several years of work-related experience, on-the-job training, and/or vocational training.

3 - Job Zone Three: Medium Preparation Needed

Previous work-related skill, knowledge, or experience is required for these occupations. For example, an electrician must have completed three or four years of apprenticeship or several years of vocational training, and often must have passed a licensing exam, in order to perform the job.

Most occupations in this zone require training in vocational schools, related on-the-job experience, or an associate's degree. Some may require a bachelor's degree.

Employees in these occupations usually need one or two years of training involving both on-the-job experience and informal training with experienced workers.

Tasks

Compensation, Benefits, and Job Analysis Specialists

Core Tasks

Generalized Work Activities:

- Getting Information - Observing, receiving, and otherwise obtaining information from all relevant sources.
- Communicating with Supervisors, Peers, or Subordinates - Providing information to supervisors, co-workers, and subordinates by telephone, in written form, e-mail, or in person.
- Establishing and Maintaining Interpersonal Relationships - Developing constructive and cooperative working relationships with others, and maintaining them over time.
- Interacting With Computers - Using computers and computer systems (including hardware and software) to program, write software, set up functions, enter data, or process information.
- Processing Information - Compiling, coding, categorizing, calculating, tabulating, auditing, or verifying information or data.

Specific Tasks

Occupation Specific Tasks:

Insurance Underwriters

Core Tasks

Generalized Work Activities:

- Getting Information - Observing, receiving, and otherwise obtaining information from all relevant sources.
- Interacting With Computers - Using computers and computer systems (including hardware and software) to program, write software, set up functions, enter data, or process information.
- Making Decisions and Solving Problems - Analyzing information and evaluating results to choose the best solution and solve problems.
- Communicating with Persons Outside Organization - Communicating with people outside the organization, representing the organization to customers, the public, government, and other external sources. This information can be exchanged in person, in writing, or by telephone or e-mail.
- Establishing and Maintaining Interpersonal Relationships - Developing constructive and cooperative working relationships with others, and maintaining them over time.

Specific Tasks



- Administer employee insurance, pension and savings plans, working with insurance brokers and plan carriers.
- Advise managers and employees on state and federal employment regulations, collective agreements, benefit and compensation policies, personnel procedures and classification programs.
- Advise staff of individuals' qualifications.
- Analyze organizational, occupational, and industrial data to facilitate organizational functions and provide technical information to business, industry, and government.
- Assess need for and develop job analysis instruments and materials.
- Assist in preparing and maintaining personnel records and handbooks.
- Consult with or serve as a technical liaison between business, industry, government, and union officials.
- Develop, implement, administer and evaluate personnel and labor relations programs, including performance appraisal, affirmative action and employment equity programs.
- Ensure company compliance with federal and state laws, including reporting requirements.
- Evaluate job positions, determining classification, exempt or non-exempt status, and salary.
- Negotiate collective agreements on behalf of employers or workers, and mediate labor disputes and grievances.
- Observe, interview, and survey employees and conduct focus group meetings to collect job, organizational, and occupational information.
- Perform multifactor data and cost analyses that may be used in areas such as support of collective bargaining agreements.
- Plan and develop curricula and materials for training programs and conduct training.
- Plan, develop, evaluate, improve, and communicate methods and techniques for selecting, promoting, compensating, evaluating, and training workers.
- Prepare occupational classifications, job descriptions and salary scales.
- Prepare reports, such as organization and flow charts, and career path reports, to summarize job analysis and evaluation and compensation analysis information.
- Prepare research results for publication in form of journals, books, manuals, and film.
- Provide advice on the resolution of classification and salary complaints.
- Research employee benefit and health and safety practices and recommend changes or modifications to existing policies.
- Research job and worker requirements,

Occupation Specific Tasks:

- Authorize reinsurance of policy when risk is high.
- Decline excessive risks.
- Decrease value of policy when risk is substandard and specify applicable endorsements or apply rating to ensure safe profitable distribution of risks, using reference materials.
- Evaluate possibility of losses due to catastrophe or excessive insurance.
- Examine documents to determine degree of risk from such factors as applicant financial standing and value and condition of property.
- Review company records to determine amount of insurance in force on single risk or group of closely related risks.
- Write to field representatives, medical personnel, and others to obtain further information, quote rates, or explain company underwriting policies.

Detailed Tasks

Detailed Work Activities:

- analyze financial data
- evaluate degree of financial risk
- follow contract, property, or insurance laws
- gather relevant financial data
- identify financial risks to company
- inspect property
- make decisions
- review data on insurance applications or policies
- use computers to enter, access and retrieve financial data
- write business correspondence

Tools - Examples

- 10-key calculators
- Desktop computers
- Notebook computers
- Personal computers



structural and functional relationships among jobs and occupations, and occupational trends.

- Review occupational data on Alien Employment Certification Applications to determine the appropriate occupational title and code, and provide local offices with information about immigration and occupations.
- Speak at conferences and events to promote apprenticeships and related training programs.
- Work with the Department of Labor and promote its use with employers.

Detailed Tasks

Detailed Work Activities:

- advise department managers in personnel matters
- advise governmental or industrial personnel
- advise management or labor union officials on labor relation issues
- analyze data to identify personnel problems
- analyze scientific research data or investigative findings
- arbitrate personnel disputes
- categorize occupational, educational, or employment information
- communicate technical information
- conduct research on work-related topics
- conduct training for personnel
- develop course or training objectives
- develop job evaluation programs
- ensure compliance with government regulations
- ensure correct grammar, punctuation, or spelling
- evaluate personnel benefits policies
- evaluate qualifications or eligibility of applicant for employment
- explain rules, policies or regulations
- fill out business or government forms
- identify problems or improvements
- implement employee compensation plans
- improve methods for worker selection or promotion
- maintain administrative services procedures manual
- maintain job descriptions
- make presentations
- negotiate labor agreements
- obtain information from individuals
- prepare or maintain employee records
- prepare recommendations based upon research



- prepare report of findings or recommendations
- prepare reports
- prepare technical reports identifying results of research
- resolve personnel problems or grievances
- resolve worker or management conflicts
- understand government labor or employment regulations
- use cost benefit analysis techniques
- use government regulations
- use interpersonal communication techniques
- use interviewing procedures
- use knowledge of employee classification system
- use public speaking techniques
- write administrative procedures services manual
- write employee orientation or training materials

Labor Market Comparison

Description	Compensation, Benefits, and Job Analysis Specialists	Insurance Underwriters	Difference
Median Wage	\$ 43,900	\$ 56,090	\$ 12,190
10th Percentile Wage	\$ 29,740	\$ 35,090	\$ 5,350
25th Percentile Wage	N/A	N/A	N/A
75th Percentile Wage	\$ 55,780	\$ 70,670	\$ 14,890
90th Percentile Wage	\$ 68,800	\$ 83,880	\$ 15,080
Mean Wage	\$ 46,470	\$ 57,130	\$ 10,660
Total Employment - 2007	770	460	-310
Employment Base - 2006	805	463	-342
Projected Employment - 2016	866	459	-407
Projected Job Growth - 2006-2016	7.6 %	-0.9 %	-8.4 %
Projected Annual Openings - 2006-2016	23	12	-11

National Job Posting Trends

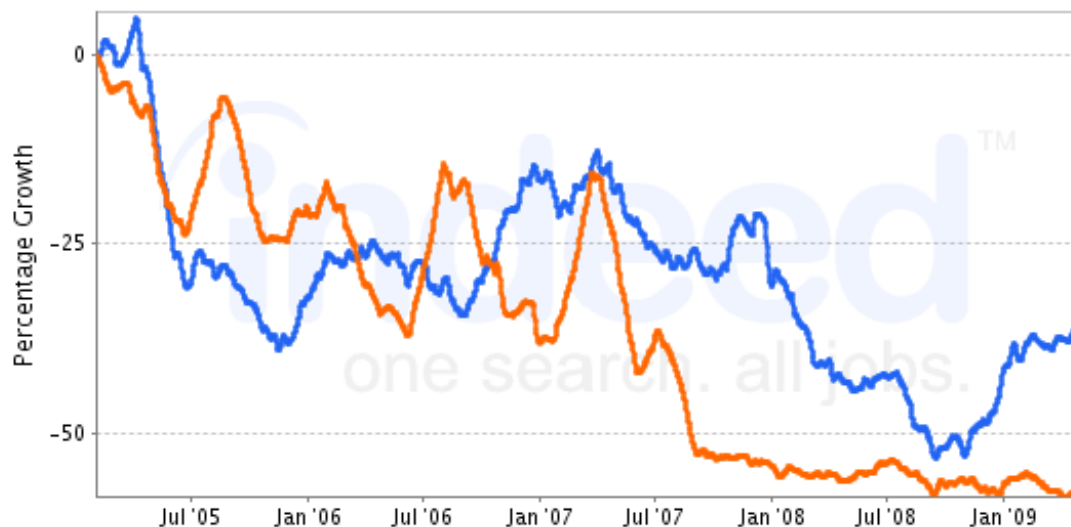
Trend for Compensation, Benefits, and Job Analysis Specialists

Trend for
Insurance
Underwriters



Job Trends from Indeed.com

— Compensation Specialist — Insurance Underwriter



Data from [Indeed](http://Indeed.com)

Recommended Programs

Finance, General

Finance, General. A program that generally prepares individuals to plan, manage, and analyze the financial and monetary aspects and performance of business enterprises, banking institutions, or other organizations. Includes instruction in principles of accounting; financial instruments; capital planning; funds acquisition; asset and debt management; budgeting; financial analysis; and investments and portfolio management.

Institution	Address	City	URL
Husson College	One College Circle	Bangor	www.husson.edu
Saint Josephs College	278 Whites Bridge Rd	Standish	www.sjcme.edu
Thomas College	180 W River Rd	Waterville	www.thomas.edu

Insurance

Insurance. A program that prepares individuals to manage risk in organizational settings and provide insurance and risk-aversion services to businesses, individuals, and other organizations. Includes instruction in casualty insurance and general liability, property insurance, employee benefits, social and health insurance, loss adjustment, underwriting, risk theory, and pension planning.

No schools available for the program

Maine Statewide Promotion Opportunities for Compensation, Benefits, and Job Analysis Specialists

O*NET Code	Title	Grand TORQ	Job Zone	Employment	Median Wage	Difference	Growth	Annual Job Openings
13-1072.00	Compensation, Benefits, and Job Analysis Specialists	100	4	770	\$43,900.00	\$0.00	8%	23
13-2053.00	Insurance Underwriters	91	3	460	\$56,090.00	\$12,190.00	-1%	12



11-3041.00	Compensation and Benefits Managers	90	3	200	\$68,560.00	\$24,660.00	2%	5
13-1031.01	Claims Examiners, Property and Casualty Insurance	90	3	1,570	\$49,360.00	\$5,460.00	3%	44
41-3031.02	Sales Agents, Financial Services	90	4	0	\$65,230.00	\$21,330.00	5%	33
41-3031.01	Sales Agents, Securities and Commodities	88	4	0	\$65,230.00	\$21,330.00	5%	33
13-2072.00	Loan Officers	88	3	1,450	\$49,380.00	\$5,480.00	9%	29
23-2092.00	Law Clerks	88	4	50	\$43,930.00	\$30.00	-7%	1
19-3021.00	Market Research Analysts	87	4	200	\$49,960.00	\$6,060.00	3%	2
23-1022.00	Arbitrators, Mediators, and Conciliators	87	5	40	\$46,160.00	\$2,260.00	2%	1
13-2052.00	Personal Financial Advisors	87	3	360	\$94,100.00	\$50,200.00	10%	13
11-3011.00	Administrative Services Managers	87	4	1,090	\$56,630.00	\$12,730.00	5%	34
11-3031.02	Financial Managers, Branch or Department	87	4	2,440	\$67,670.00	\$23,770.00	7%	58
41-1012.00	First-Line Supervisors/Managers of Non-Retail Sales Workers	86	4	930	\$55,220.00	\$11,320.00	-1%	19
11-2031.00	Public Relations Managers	86	4	290	\$71,020.00	\$27,120.00	9%	10

Maine Statewide Promotion Opportunities for Insurance Underwriters

O*NET Code	Title	Grand TORQ	Job Zone	Employment	Median Wage	Difference	Growth	Annual Job Openings
13-2053.00	Insurance Underwriters	100	3	460	\$56,090.00	\$0.00	-1%	12
41-3031.01	Sales Agents, Securities and Commodities	91	4	0	\$65,230.00	\$9,140.00	5%	33
41-3031.02	Sales Agents, Financial Services	90	4	0	\$65,230.00	\$9,140.00	5%	33
13-2052.00	Personal Financial Advisors	90	3	360	\$94,100.00	\$38,010.00	10%	13
11-3031.02	Financial Managers, Branch or Department	86	4	2,440	\$67,670.00	\$11,580.00	7%	58
11-2031.00	Public Relations Managers	84	4	290	\$71,020.00	\$14,930.00	9%	10



13-2051.00	Financial Analysts	82	4	210	\$71,380.00	\$15,290.00	10%	4
11-2022.00	Sales Managers	82	4	1,310	\$72,720.00	\$16,630.00	3%	32
11-2011.00	Advertising and Promotions Managers	81	4	280	\$56,210.00	\$120.00	2%	7
11-3041.00	Compensation and Benefits Managers	81	3	200	\$68,560.00	\$12,470.00	2%	5
41-9021.00	Real Estate Brokers	81	3	320	\$61,300.00	\$5,210.00	-1%	22
11-3011.00	Administrative Services Managers	81	4	1,090	\$56,630.00	\$540.00	5%	34
23-1011.00	Lawyers	81	5	1,910	\$80,120.00	\$24,030.00	6%	73
11-3071.01	Transportation Managers	80	3	710	\$62,270.00	\$6,180.00	5%	25
41-4011.00	Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products	80	4	720	\$57,210.00	\$1,120.00	4%	20